

REQUEST FOR COUNCIL ACTION

MEETING
DATE: 2/3/03

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AGENDA SECTION: Consent	ORIGINATING DEPT: Human Resources	ITEM NO. D-6
ITEM DESCRIPTION: Agreement between AFSCME and City of Rochester		PREPARED BY: Linda Gilsrud

- Wage Adjustment – 3% wage adjustment awarded retroactive to 1/1/03
3 % wage adjustment effective 1/1/04
- The City proposed changes in the length of time to reach the highest step of the step schedule during 2003 and 2004 to satisfy MN pay equity guidelines:

On 7/1/03

Six mos.	1 year	2 years	3 years	4 years	5 years	6 years
becomes						
Start	Six mos.	1 year	2 years	3 years	4 years	5 years
Maximum wage is achieved within AFSCME schedule in five years						

On 7/1/04

Six mos.	1 year	2 years	3 years	4 years	5 years
becomes					
Start	Six mos.	1 year	2 years	3 years	4 years
Maximum wage is achieved within AFSCME schedule in four years					

HR will provide lists of AFSCME job titles and bargaining unit members occupying the positions on a quarterly basis as designated in the agreement

- Hourly and annualized rates of pay will be listed in the agreement
- In years when Christmas Eve and New Year's Eve fall on a Monday, the holidays shall be eight hours for full-time employees.
- The vacation schedule will be modified as follows, effective 1/1/04:
 - 6-10 years of employment 152 hours (up from 144 hours) for an increase of eight hours per year
 - 11-15 years of employment 176 hours (up from 168 hours) for an increase of eight hours per year
- Funeral leave language is updated to read similarly to the City's funeral leave policy.
- Health, dental and life coverage is effective the first day of the month following twenty (20) calendar days of employment.
- HR will seek revision of reclassification policy to include a response by department head within 60 days if he/she does not agree with employee's request to be considered for reclassification
- The response time for all steps in the grievance process is changed to ten working days
- Vacation rollover will occur after last pay date in December 2003 and each December thereafter. Employee may request additional 60 days to utilize vacation beyond cap if workload is such that vacation time off was not approved by supervisor

Council Action Requested: Resolution authorizing the Mayor and City Clerk to sign the agreement

COUNCIL ACTION: Motion by: _____ Second by: _____ to: _____

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Supplementary Information for AFSCME Agreement
Tests for Compliance
in the
Local Government Pay Equity Act
Prepared by Linda Gilsrud, Human Resources

The Minnesota Legislature passed the Local Government Pay Equity Act (LGPEA) in 1984. Cities and other jurisdictions are on a three-year compliance reporting cycle with a third of the covered entities reporting each year.

The City of Rochester must submit their next report by 1/31/05.

The Salary Range Test, one of four tests applicable to the City of Rochester, in the LGPEA, compares the average number of years it takes for individuals to move through a wage range established for female classes compared to male classes. The resulting percentage must equal 80% or more to pass the test. A jurisdiction not passing the test can pass it by reducing the number of years it takes for female classes to reach maximum wage.

The AFSCME agreement includes a number of female classes. Other agreements including a number of male classes move through the wage range in four years while the AFSCME agreement provided for a six-year wage range for all covered jobs.

The City's proposal to eliminate the difference so compliance can be assured in the City's 2005 report is included in the tentative agreement presented to the Council for their approval on 2/3/05.

To lessen the financial impact in any one fiscal year, the City proposed a change from six steps to five steps, making the six-month wage rate effective 1/1/03 the start rate on 7/1/03. On 7/1/04, the second part of the proposal will occur making the six-month wage rate effective on 1/1/04, the new start rate.

The cost of this portion of the AFSCME settlement to the City is approximately \$19,000 in 2003 and \$20,000 in 2004.